

# SGEU Health Providers Bargaining Update October 8, 2022



## Seniority Conversion – update (Appeal Deadline October 16)

---

To all SGEU Health Provider Members:

### **SENIORITY CONVERSION UPDATE**

We received a number of questions over the summer about the Seniority Conversion process and wanted to provide an update to answer some of the most common inquiries now that the appeal deadline is quickly approaching.

#### **WHAT HAS CHANGED?**

The Saskatchewan Health Authority is in the final stages of switching from Seniority Hours to Seniority Date for all SGEU Health Providers. The hours that you have worked since you were hired is now converted to a new Seniority Date.

In most cases, your new Seniority Date will be different from your original hire date. The majority of members started out in casual and part-time positions and worked fewer than full-time hours, which is why your Hire Date and Seniority Date are different. Only those members who were fortunate to have started out full-time from day one will see no change or difference in these two dates.

The conversion process that took place over the last several months is summarized on [THIS CHART.](#)

#### **WHY WERE THESE CHANGES MADE?**

These changes are a result of the Memorandum of Agreement (MOA) that was ratified last summer.

In July 2021, your negotiating committee held information meetings online for all SGEU Health Provider members. Then all members were eligible to vote to accept or decline the MOA. A majority of members voted to accept the MOA, which was then ratified by the negotiating committee.

#### **WHERE DO I FIND MY NEW SENIORITY RECORD?**

The new converted Date of Hire Seniority List was posted in all facilities on September 16, and includes all health care workers in the combined SGEU former Health Regions/Regional Health Authorities.

If you have not seen this list in your facility, please contact your manager who can provide you with the information.

#### **WILL THIS SENIORITY CONVERSION IMPACT MY HIRE DATE?**

No, the conversion will not impact your hire date.

Your original hire date will always be on record and that is the date that will be used for pension purposes, vacation entitlement and long service awards.

**CAN I APPEAL MY NEW SENIORITY RECORD?**

Yes, you can appeal your new seniority record if you believe it is incorrect and have evidence on your pay stubs to back up your appeal.

**WHAT IS THE DEADLINE TO FILE MY APPEAL?**

Your appeal must be received no later than 11:59 p.m. on Sunday, October 16, 2022.

**WHAT FORM SHOULD I USE TO FILE MY APPEAL?**

To file an appeal, please fill out all sections of [THIS FORM](#).

**WHERE DO I SEND MY COMPLETED APPEAL FORM?**

Please send your completed form AND the corresponding pay stubs (as proof of hours worked), to one of the following emails: [tschmidt@sgeu.org](mailto:tschmidt@sgeu.org) or [slaczko@sgeu.org](mailto:slaczko@sgeu.org)

**WHO CAN I CONTACT IF I HAVE QUESTIONS OR NEED ASSISTANCE WITH MY APPEAL?**

***For assistance or inquiries in the former KTHR:***

- Tanya Schmidt – Chair, SGEU Health Providers Negotiating Committee: 306-930-8046 or [tschmidt@sgeu.org](mailto:tschmidt@sgeu.org)
- Sharri Laczko – Vice Chair, SGEU Health Providers Negotiating Committee: 306-921-6234 or [slaczko@sgeu.org](mailto:slaczko@sgeu.org)
- Jennifer Curry – SGEU Health Providers Negotiating Committee: 306-873-7489

***For assistance or inquiries in the former KYRHA:***

- Ryan Favel – SGEU Health Providers Negotiating Committee: 306-930-0371

***For assistance or inquiries in the former MCRRHA:***

- Wendy McPhail – SGEU Health Providers Negotiating Committee: 306-425-7668

We have done as much as possible to help ensure this transition process was as smooth as possible.

**STATUTORY HOLIDAY ISSUE - September 19 (Queen Elizabeth's funeral)**

We have fielded several questions and concerns from members regarding the September 19 holiday that was announced by the federal government to recognize the significance of the Queen's legacy on the day of her funeral.

Late on September 14, we received a letter from the Employer advising us that the Employer would not be honouring this day as a paid holiday and that it would be a regular working day for all SHA employees. The SHA asked that employees recognize the Queen's legacy and passing in their own way.

We worked with our Health Coalition partners, CUPE and SEIU-West, to determine if Article 16.01 of our Collective Agreement applied to this holiday in the same way as September 30, the Day for Truth and Reconciliation. The article speaks very specifically about a **proclaimed holiday**.

There are some legally significant differences between the two holidays, which may affect our ability to file a grievance about the Employer's actions related to September 19. The federal government's announcement about September 19 requests that the people of Canada **set aside** the day to honour the memory of the Queen.

To **set aside** does not signify a declaration or proclamation, and the September 19 holiday was not written into legislation like September 30 (which is a paid holiday as per our Collective Agreement). The September 19 holiday and its meaning are not well-defined, mainly leaving it up to the provinces and employers to choose whether to honour it as a paid holiday.

We have concerns about the Employer's decision regarding the September 19 holiday. The Employer had a choice to give you one extra day as a holiday --- but they chose not to do so. Many employers across the province and the country, including small businesses, chose otherwise. We believe our Employer should make better choices. Providing September 19 as a paid holiday would be a small but meaningful incentive for all health providers. The Ministry of Health recently announced with great fanfare that they have a new recruitment and retention plan. We believe that designating September 19 as a paid holiday would have been a good start for the government and the Ministry to show they are serious about taking action to alleviate the pressures faced by health care providers.

The September 19 holiday was announced quite suddenly, which made it difficult for us to have appropriate discussions with the Employer prior to the day. However, we will continue to work with our coalition partners to urge the Minister of Health and SHA to reverse their decision.

In solidarity,

Your SGEU Health Providers Negotiating Committee:

- Tanya Schmidt - [tschmidt@sgeu.org](mailto:tschmidt@sgeu.org) (A/Chair)
- Sharri Laczko - [slaczko@sgeu.org](mailto:slaczko@sgeu.org) (A/Vice-Chair)
- Wendy McPhail - [w.mcphail@sasktel.net](mailto:w.mcphail@sasktel.net) (rep from fMCRRHA)
- Ryan Favel - [rfavel@sgeu.org](mailto:rfavel@sgeu.org) (rep from fKYRHA)
- Jennifer Curry - [jj.curry@live.com](mailto:jj.curry@live.com) (rep from fKTHR)